



## LINCOLN POLICE DEPARTMENT GENERAL ORDERS

**NUMBER:** 1235  
**TOPIC:** FITNESS FOR DUTY  
**ISSUED BY:** TOM CASADY, CHIEF OF POLICE  
**DATE:** 1-1-2010  
**SUPERSEDES:** G.O. 1235, 2008  
**REFERENCE:**

### I. POLICY

The Lincoln Police Department expects all members to be physically and mentally able to perform the duties of their positions. If it appears a member of the department is unable to perform those duties due to physical or mental reasons, the chief of police may order an employee to be examined by a physician or psychiatrist to determine the employee's ability to perform those duties to ensure safe and efficient conduct of department business and the well-being of the employee.

### II. PROCEDURE

- A. All employees shall maintain a level of general physical fitness commensurate with their job classification and responsibilities.
- B. Commissioned employees who have been employed less than three years by January 1<sup>st</sup> of the testing year will participate in a fitness assessment. This fitness assessment will compare their physical fitness to population norms. The purpose of this assessment is to provide information and individual consultation to the employee in order to assist him or her in maintaining or improving his or her level of fitness.
- C. Any employee may request a fitness assessment, individual consultation and a personal fitness program from the Education & Personnel Unit.
- D. When the chief of police has reasonable cause to believe an employee is unable to perform the duties of his position due to physical or mental reasons, the chief shall order said employee to submit to an examination by a physician or a psychiatrist.
  - 1. It shall be the duty of any supervisor who has reason to believe an employee is unable to perform the duties of his position to make a written report to the chief of police, describing the performance problems and

facts which support the supervisor's belief the problems are caused by physical or mental reasons.

- 2. The examining doctor and date and time of the examination will be selected by the chief of police.
- 3. The employee shall report for examination at the date and time scheduled by the department, and shall cooperate fully with the examination.
- 4. The employee shall sign a release authorizing the examining doctor to release examination results to the chief of police.
- 5. The cost of the examination shall be paid by the City.
- 6. The duty or pay status for the employee while attending the appointment shall be as follows:
  - a. If the employee has been absent from work prior to the appointment, on leave status, the appointment shall be taken during leave time.
  - b. If the employee is on duty prior to the appointment, the employee shall not be required to use any leave time but shall be considered in paid status during the appointment as well as one-half hour before and one-half hour after.
  - c. If the employee is working prior to the appointment and the appointment occurs outside of the employee's regular shift, the employee may receive overtime in accordance with the applicable labor contract.
- E. Failure by the employee to cooperate in this process, or to follow the procedure herein, shall be cause for disciplinary action.